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THE FRIDAY LETTER

Vol. 12 No. 20

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November 2, 1990

FNS 1990 CFC Campaign Off and Running

by Molly Lynch

The FNS Combined Federal Campaign (CFC) Kick-off was held Thursday, November 1st on the rear patio of Park Office Center. The speakers included: Administrator, **Betty Jo Nelsen**; FNS CFC Coordinator, **Molly Lynch**; **Pam Maggl**, Area Vice President for Food Stamp Program (NTEU); and **Dan Perslco** from S.O.M.E. (So Others Might Eat). The campaign was officially opened when Administrator **Nelsen** signed her pledge card and received her Eagle Award Pin. The Eagle pin is given to those employees who contribute 1 percent or more of their salary.

The CFC goal for FNS is \$65,000 an increase of 10 percent over last year. With the continued need and growth of charities supported by CFC the charities are in more need now

than ever before. There are an additional 200 agencies listed in the Contributor's Brochure. Designating the agency or charity that you support gives your money to the agency that



you select. Charities supported through CFC are working to build a better community every day of the year. But they can't do it alone. Federal employees should be proud to know that every dollar contributed

through the CFC is well-spent. The administrative cost of the CFC is very small, only four cents of every dollar goes for campaign expenses. The rest goes to strengthening family life, rehabilitation of the handicapped and assistance to children the elderly and the ill. CFC provides you the opportunity to make a relatively small biweekly payroll deduction and have it turn into a large contribution for the less fortunate.

Your Keyworker should be contacting you soon, if not already. We ask that you join in supporting the Combined Federal Campaign. There are so many out there who need our help. They are depending on our caring and generosity. Together we can make a difference!



ON THE HILL...

by Bob Beard

Perhaps lost in the tumult of the wrenching budget battle is the number of significant pieces of legislation that did pass the 101st Congress. Before adjourning for this session, sine die on October 27, 1990, (not to return until the 102nd Congress in January

1991), the Congress passed the Farm Bill, the first Clean Air Act in a decade, the first Federal Child Care Bill since World War II, the largest expanded Head Start Bill in 25 years, an "Excellence in Education" bill to recognize and reward students and teachers who achieve at high levels, a major Housing Programs Reauthorization, and even a revised Budget Bill with new procedures that supplant the old Gramm-Rudman laws.

The new Child Care Bill will affect FNS as will the expanded Head Start Bill through increases in participation in the Child and Adult Care Food Program. The changes in the Farm Bill have been discussed in previous editions.

The new Budget Bill has some unheralded, but perhaps dramatic sections that change the Gramm-Rudman legislation. Instead

of the across-the-board spending cuts if budget targets are not met, cuts would be levied on one of three broad categories: domestic, foreign aid and military, where the spending was too high. However, the new "pay-as-you-go" plan is supposed to hold off this problem, because each new piece of legislation would be required to be "deficit neutral". There are still targets for reducing the deficit, but they are somewhat more relaxed than the current ones and are adjusted annually for the next three years to reflect changes in the economy. There are elaborate procedures that are designed to enforce the agreements reached to cut the deficit. The new law is very detailed and somewhat complicated; there will be more guidance in the future about how it will be implemented.

Des(s)ert Shield



Headquarters Group to Bake and Ship Cookies to Saudi Arabia

by Mary Morris

Please join us in baking cookies for our service members in Saudi Arabia. FNS Operation Des(s)ert Shield, no--it's not a typo--it's really the dish you have after a meal, is set up for action. We are sending cookies to the desert for Christmas for the dedicated troops in the Persian Gulf.

With the help of Joe Shepherd and the support of Betty Jo Nelsen, we will be using the NTSD kitchen for baking, if you'd like, or volunteers have decided to bake at home over a weekend. Wherever you choose, we need more bakers to sign up!

We will be packaging and mailing the cookies on three different days--November 9, 13, and 16, in Room 806, Office of Regional Operations, and the times will be announced once the cookies start rolling in.

If you are interested in helping, please call **Mary Morris** in Public Information at 756-3276, or send a ccMail message. We need some enthusiastic volunteers.

If you'd rather not bake or pack, but would still like to help, we would appreciate cash donations to defray the costs of postage.

Confessions of a CC:Mail Junkie

by Dee Amaden, WRO

It all began when they hooked up the LAN in the Western Regional Office, opening our eyes to the wonders of cc:mail.

At first, we used the novelty to flash a quick greeting to a friend on the network on the way to WordPerfect. Soon, the myriad of uses for the message system became clear, and the real addiction took hold.

I began leaving messages for my boss, who no longer suffered the frustration of trying (often in vain) to read my hand-written notes. Soon I started using cc's to update others - the whole Public Affairs staff, the Regional Administrator, why, the whole Region or Agency was suddenly within my reach! With the flick of a few arrow keys and an "enter" or two, anyone could be added to my address list, and suddenly, they all had the information - no copying, distributing, or time spent away from the computer!

I was hooked. I started picking up the phone less, and pounding the keyboard more. No more interrupting someone (and fewer interruptions for me, too). No secretary or co-worker having to track someone down or leave messages. CC:mail was read at the receiver's convenience. If only they could get rid of those nasty "new message" beeps that were as distracting as a ringing telephone!

Lately, I've caught myself wishing everyone I know was connected to cc:mail (to my computer at home, of course!) Just think how much I'd save on long-distance phone bills! No time difference to worry about (a definite advantage from California) and calling after 9:00 p.m. on a week night (the only time a working mom has a chance) would no longer be a problem. Why, I'd never have to talk to anyone again--or even to a silly answering machine!

But wait! What was happening to me? I was the quintessential "people person." Why didn't I want to talk to people anymore? Sure, I'm saving time and getting more done. But wasn't wishing I could hook up a computer to my mom going a little too far?

I picked up the phone and called home. It was really great to hear my mom's voice. No computer could ever replace that!

Any comments? Be sure to send them on cc:mail!

USDA Honors Disabled Employees

In observance of National Disability Employment Awareness (NDEA) Month, the Department held an annual awards program for employees nominated for the Office of Personnel Management's Presidential Award for Outstanding Federal Employees with Disabilities. This year, **Barbara T. Evans**, Special Nutrition Programs, HQs, **Jeannette D. Morris**, SWRO, and **Ruthanne Van Stone**, NERO, were honored with certificates of recognition for their outstanding service to their agencies and their communities.

Ola Moore, SWRO, **Douglas A. MacAllister**, NERO, and **Virginia Ross**, Food Distribution Division, each received a certifi-

cate of appreciation for having promoted a climate for career growth for employees with disabilities.

A reception was held before the ceremony, where **George Braley** had a chance to visit with the awardees. On October 17, 1990, FNS sponsored a program as part of the NDEA Month observance. The guest speaker was **Clalborne D. Haughton, Jr.**, Director for Civilian Equal Opportunity Policy, Department of Defense. **Mr. Haughton** is a highly acclaimed authority in the area of affirmative action and upward mobility programs for the Department of Defense. His professional achievements in expanding employment opportunities for persons with disabilities, coupled with his personal experiences with disability issues, made him uniquely qualified to address FNS.

During the program, **Mr. Haughton** challenged FNS to double its current workforce of disabled persons by FY 92.



Virginia Ross and Barbara Evans

EMPLOYEE PROFILE...

Adele Greco

by Diana Pilhos

National Disability Employment Awareness Month is a month to not only raise awareness about people with disabilities but to increase our awareness of their accomplishments and potential accomplishments inside and outside the workplace. **Adele Greco** is just one of many MWRO employees who have dispelled the myths associated with disabled people in the workplace.

Adele Greco, a food program specialist in the Food Stamp Program/Program Evaluation Section, personifies just that. Upon asking her co-workers to tell me something about her, every one of them uses the same word - invaluable. In addition to handling her regular duties, **Adele** is also the section's computer expert, the person her co-workers turn to with problems and questions.

Upon receiving her Bachelor's Degree in Business Administration from Northeastern Illinois University, **Adele** began the arduous

process of looking for a job. For several months, she never even made it through the front door. After informing the prospective employer of her physical disability, he/she would "hem and haw" and then finally inform **Adele** that employment with them "just wouldn't work out." Then, while competing for the title of "Miss Wheelchair of Chicago," one of the competition's judges, who was also a placement counselor for the Illinois Department of Rehabilitation Services, informed her of the FNS-MWRO job opening. With her hire, **Adele** became the first person with a disability hired by the MWRO. That was 11 years ago and in that time **Adele** has really distinguished herself. In addition to receiving many Certificates of Appreciation and Merit, she was also nominated for USDA Handicapped Employee of the Year in 1982 and the prestigious Chicago-area Federal Executive Board Employee of the Year in 1986.

Adele, whom her co-workers teasingly refer to as "the brat" (her car license plate good-naturedly echoes a "U-R-BRAT"), is a tested leader whose goal is to continue to advance in her career. "I feel that the sky's the limit," says **Adele**.

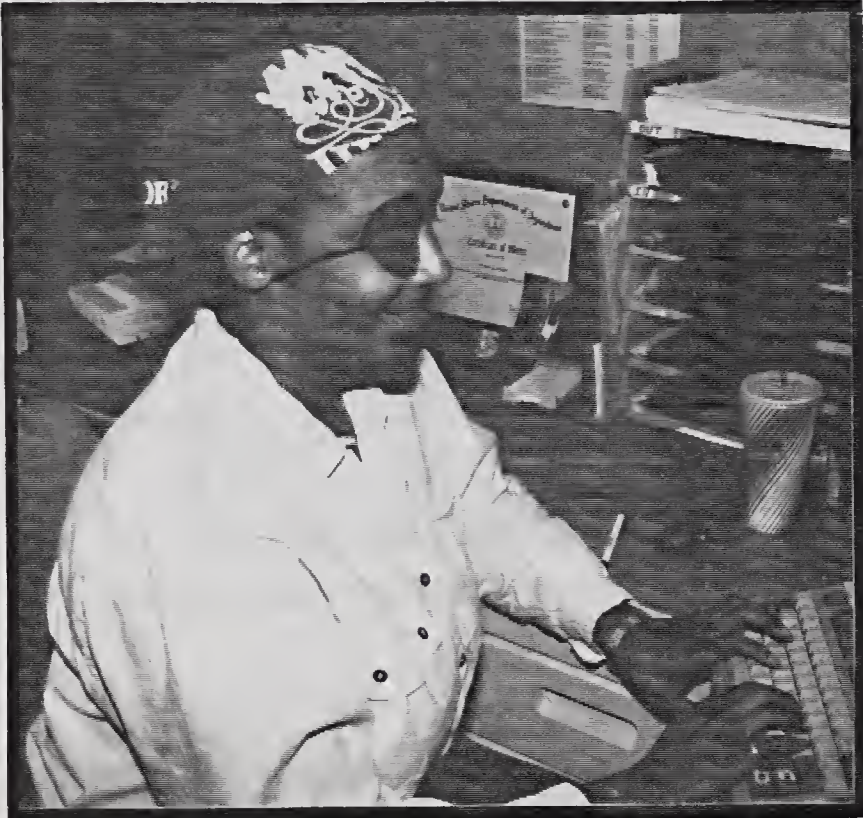
An avid Chicago White Sox fan, **Adele** loves to read books and most of all, would always rather be traveling. Some of her vacation spots have included Italy, Hawaii, Mexico and the Caribbean.

When asked about attitudes of people towards those with disabilities, **Adele** says, "Attitudes have greatly changed for the better. People don't stare as much - you're more a part of the mainstream and not so isolated from the rest of the world."

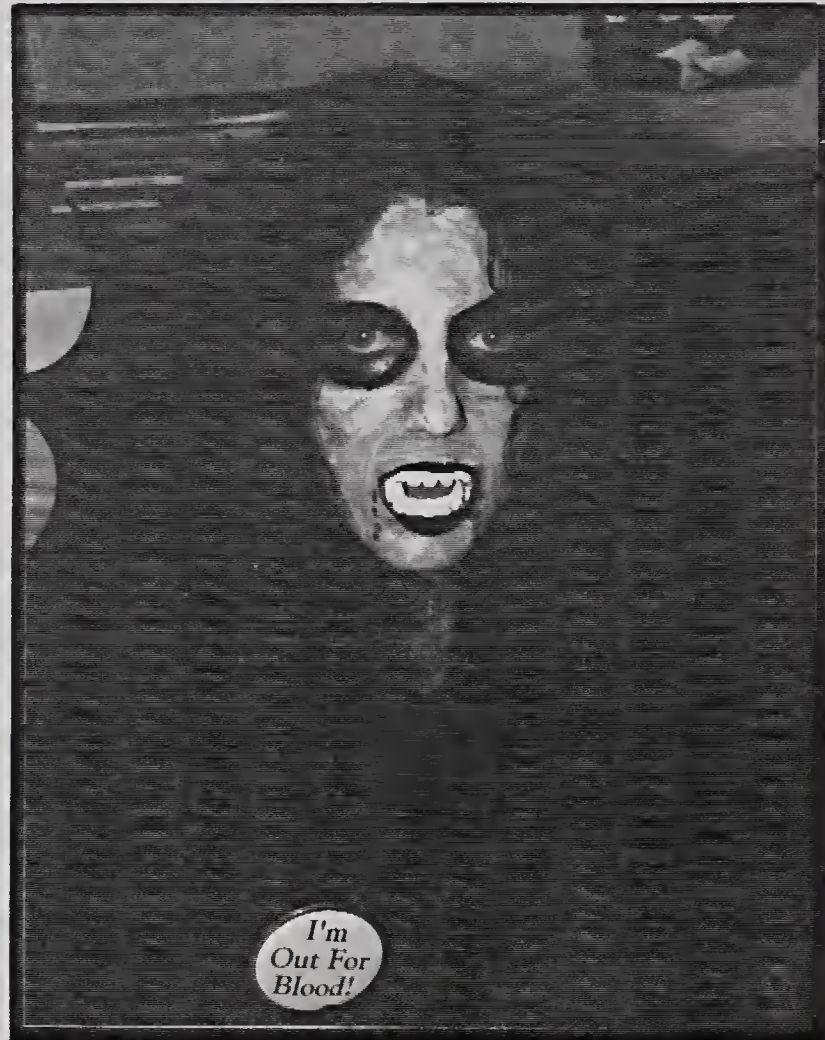
One of her proudest moments was when she learned to drive a car. After her high school driving instructor failed her because he felt that disabled people shouldn't be allowed to drive, she had to wait until she was 18 years old and have her father teach her. She then passed her driving test.

When asked about working at MWRO, **Adele** says, "Everyone has made me feel comfortable and a part of the group - I haven't felt isolated at all." As Financial Management Director (formerly Food Stamp Director) **Dustan Van Vleet** says, "**Adele** exemplifies the best of what USDA has to offer and demonstrates why we have been and continue to be called 'the people's department.'"

FNS -- DRESSED FOR SUCCESS...



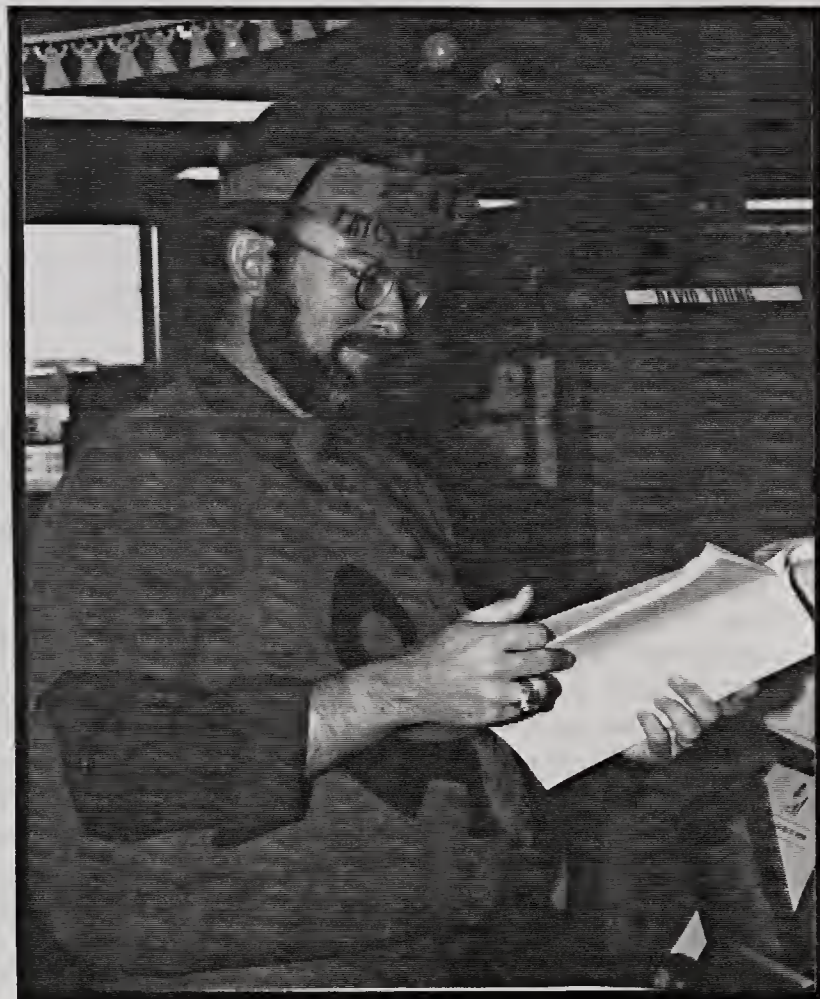
Cindy "Long John Silver" Green



Trish "Dracul-ette" Bassett



Jim "Hell's Angel" England



Dave "The GREAT PUMPKIN" Young



Muriel "Sleepy" Walburn, Paul "Mr. Snow White" Jones, Peggy "Grumpy" Hickman, Pat "Doc" Maggi, Larry "Happy" Troop, Margaret "Sneezy" Thlei, Judy "Dopey" Seymour, and (not shown) Anne "Bashful" Gariazzo.



Dale "Screloc" Walton



Sybil "The Happy Hooker" Wiggins tries to "Hook" Mr. Snow White



Susan "Waiting for her Prince" Beard

AROUND THE COUNTRY...

--NSLW was commemorated in the Southwest Region by visits to a local public elementary school for lunch and a local private parochial elementary school for breakfast. Participants included Acting Regional Administrator **Mike Montgomery**, SNP Director **Hap Pullum**, Public Affairs Director **Judy Snow**, and state officials from the Texas Education Agency and the Texas Department of Human Services. Press packets tailored to individual states were issued to print media throughout the Southwest Region. Also, state-oriented NSLP commodity press releases were issued to agriculture publications in the region.



Mike Montgomery shares a school breakfast with students at a Dallas parochial school.



Betty Jo visits with students at Newcomer's School.

Betty Jo Nelsen Visits Western Region

by Dee Amaden, WRO

Betty Jo Nelsen spent two days in San Francisco at the end of the

September, meeting staff in the Western Regional Office and visiting several program sites. Except for her brief trip to install **Sharon Mackay** as Regional Administrator last May, it was **Betty Jo's** first trip to the Region since joining the agency.

Betty Jo kicked off Western Region National School Lunch Week activities by having lunch at the Newcomer High School in San Francisco. This school helps prepare students arriving in San Francisco from more than 30 countries around the world for life and school in the United States. Of the school's nearly 300 students, 99 percent participate in the National School Lunch Program.

Betty Jo also had an opportunity to meet with the WIC Directors from Western Region States in town for a meeting. She later met with investigators from the USDA Office of the Inspector General who investigate cases of food stamp trafficking, and with representatives of local agencies providing USDA commodities through a variety of FNS programs.

In the Regional Office, **Betty Jo** met with program and staff directors and addressed staff at an all-employees meeting, during which she allayed many concerns over the potential furlough and budget issues. Her visit also coincided with a Western Region Officers-in-Charge meeting, allowing for dialogue between **Betty Jo** and the Western Region Field Office OIC's.

Trainers Conference Proves to be Informative

by Gilda Karu and Susan Young

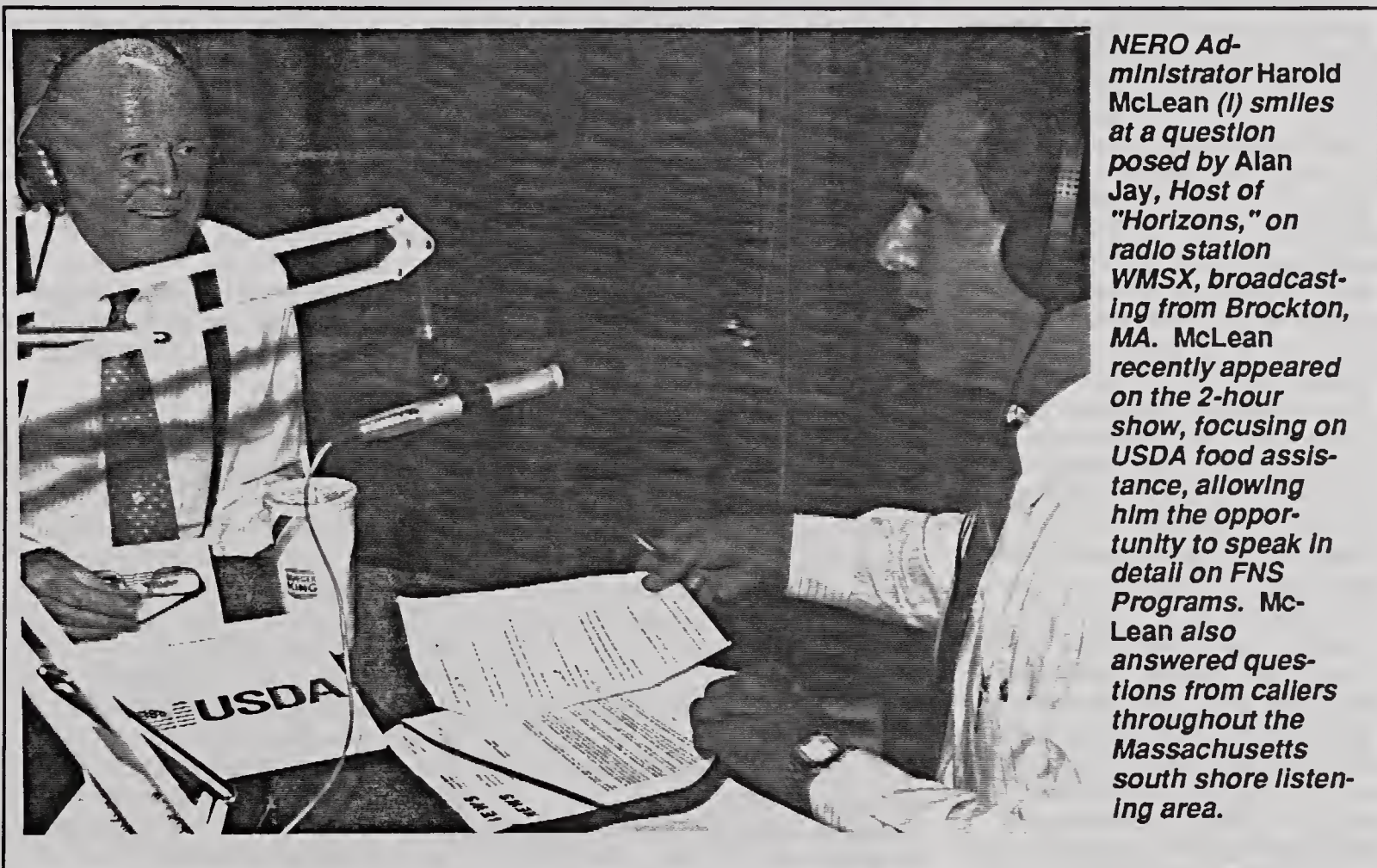
MRWO and the State of Wisconsin co-sponsored a regional conference for food stamp trainers in Milwaukee, Wisconsin, on September 5 and 6. The conference theme, "Training - The Bridge to Quality," stressed the link between training and operating an efficient and effective Food Stamp Program. This was the first meeting of trainers held by the Midwest Region.

The objectives of the conference were to learn about current training techniques, to share knowledge about effective food stamp training, and to facilitate and promote information sharing among states. Participants included representatives of all Midwest states and Texas, Dan Woodhead of FNS HQs, and MWRO staff.

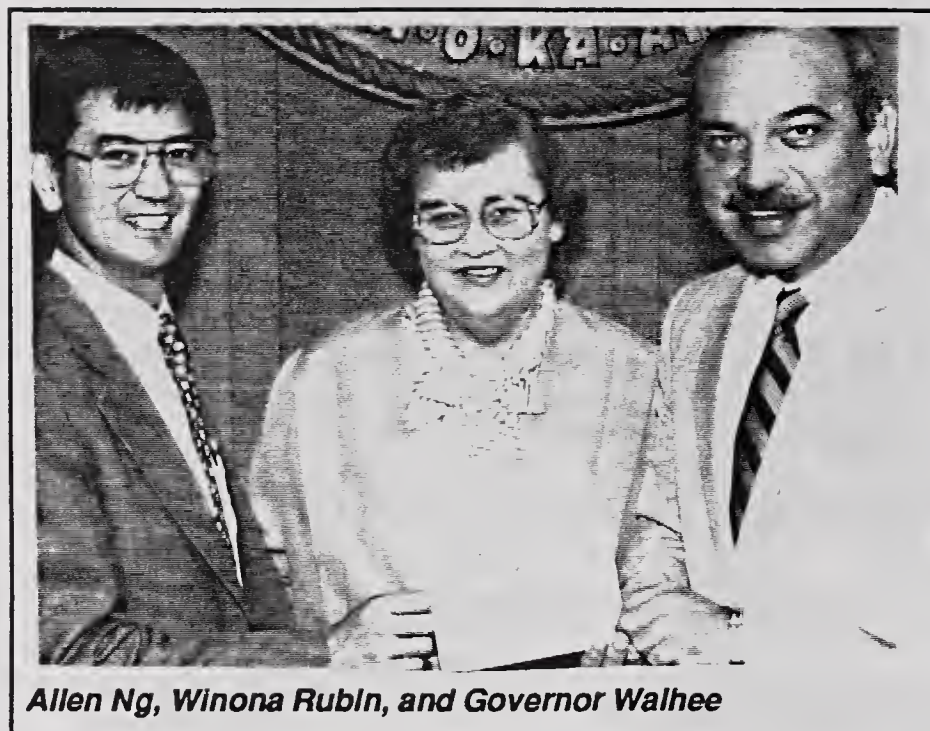
Attendees were enthusiastic and discussions were lively. Three training methods that generated the most interest were:

- (1) Wisconsin's computer based training program that was available throughout the conference for "hands on" testing;
- (2) Ohio's "no cost" use of colleges and universities whereby workers attend college classes specifically designed for eligibility workers and earn college credit; and
- (3) Michigan's use of humor in producing videotapes which accompany quarterly manual releases and explain confusing policy issues.

The MWRO plans to continue to focus on providing effective food stamp training as a way to help states reduce errors and provide quality service to participants.



NERO Administrator Harold McLean (l) smiles at a question posed by Alan Jay, Host of "Horizons," on radio station WMSX, broadcasting from Brockton, MA. McLean recently appeared on the 2-hour show, focusing on USDA food assistance, allowing him the opportunity to speak in detail on FNS Programs. McLean also answered questions from callers throughout the Massachusetts south shore listening area.



Allen Ng, Winona Rubln, and Governor Walhee

WRO Presents Enhanced Funding to Hawaii

by Kristy Bole

FNS has again rewarded Hawaii for its fine accuracy rate performance in administering the State's Food Stamp Program. WRO Food Stamp Program Director Allen Ng presented Governor John Waihee with \$909,546 in enhanced funding September 27, in recognition of the Hawaii Department of Human Services' (DHS) excellent service to recipients and accountability to taxpayers during FY 89. Ng presented awards to the department and its four field branches during a reception in the DHS director's office. Hawaii also received enhanced funding in FY 87.

PROGRAM NEWS...

Food Stamp

From Legislation to Regulations

With the passage of the 1990 Farm Bill by Congress we are focusing our attention on the activity needed to implement this legislation.

The Farm Bill contained nearly 50 food stamp provisions. Over the past week we have spent a great deal of time examining the legislation (especially the last minute changes made in it) to plan how to best implement it. At this point, we are envisioning the Farm Bill provisions as being incorporated into more than 12 different regulation packages. Some of these packages were already being worked on and we will incorporate Farm Bill changes into them. Others, though, are being created specifically to implement the Farm Bill provisions.

Clearly, the promulgation of rules to implement the new legislation is going to be a big task that will take a great deal of effort. Congress did give us some help in this area, however. For the first time in many years our legislation contains implementation timeframes which, for many of the provisions will prove to be realistic. With some notable ex-

ceptions, we have been directed to have rules issued "no later than October 1, 1991" to implement the Act. States would be given additional time, not to exceed 120 days, to implement our rules. While this does give us a more reasonable period of time to act, the process of doing rules is time consuming and laborious. Therefore, we are trying to begin as soon as we can and to move as quickly as we can.

In addition to regulations, the Farm Bill also mandates us to undertake other activities: establish a Welfare Simplification and Coordination Advisory Committee and conduct four different demonstration projects examining new approaches to issuing benefits, conducting Employment and Training Programs, evaluating the effects of a different vehicle exclusion limit and simplifying AFDC/Food Stamp case processing. Planning to implement these new mandates is also underway; you'll hear more about them in the future.

New Mexico EBT Kick-Off

On October 24, Betty Jo Nelsen traveled to Albuquerque, New Mexico to take part in the kick-off ceremony for the New Mexico EBT demonstration project. The event

included a ribbon cutting ceremony using facsimiles of actual food stamp coupons as the ribbon. Governor Carruthers, New Mexico's Secretary of Human Services Valdez, Truett Gill, President of the New Mexico Grocers' Association and the Food Industry Association Executives, and top officials of the First National Bank in Albuquerque also participated in the ceremony.

Other...

The Agricultural Stabilization and Conservation Service and the Kansas City Commodity Office (KCCO) rejected all offers for peanut products; peanut butter, roasted peanuts and granules for delivery in November because of price. Offers ranged from a low of \$1.30 per pound to \$1.45 per pound, about \$.30 per pound higher than paid during October.

The peanut crop was affected by drought during the growing season which limited the availability of peanuts for processing. Increased levels of aflatoxin is also having an impact on peanut supplies.

KCCO will attempt to purchase peanut products for December ship
(continued on next page)

Program News ... (cont.)

ment; however, there is not optimism about receiving acceptable offers.

If peanut butter is not able to be purchased, or if purchases are limited, it will have an impact on most domestic feeding programs with the exception of soup kitchens. The lack of peanut butter will seriously affect our ability to provide the mandated level of support to TEFAP.

Excellence on the Front Lines of Welfare Administration

by Abigail Nichols, FSP

"Catch the Spirit!" "Get on the Quality Team!" "Key Into Quality!" "Everybody Is a Star!"

Not just slogans but concepts that focus energy toward improving welfare administration. On Thursday, October 18, 1990, **Sam Chambers**, Chief Deputy Director, Wayne County Department of Social Services, Detroit, Michigan (that means responsibility for more than 3,000 employees working all of welfare except child welfare), spoke at FNS HQs. **Sam** told FNS employees how Wayne County has applied quality assurance principles to improve program administration and employee morale.

Three years ago **Sam Chambers** was charged with corrective action for Wayne County. Since then Food Stamp Error Rates have fallen from earlier highs in the 18-20 percent

range to less than 7 percent. The key has been measuring performance (what doesn't get watched, doesn't get done!) and then using the information gathered to make specific actions to improve both error rates and the quality of client services. **Sam's** keys to success--PEOPLE, POLICY, AND PHYSICAL PLANT--can be used by any organization. Thus his visit served two purposes: He brought vivid descriptions of successful frontline administration of the Food Stamp Program to Federal staff who need to know what is happening in the field; and he provided ideas that the audience could use in their own efforts to achieve excellence at FNS.

Sam's visit also gave **Dale Walton**, FSP, a chance to check on a local welfare administrator's perceptions of the State Exchange program she manages. Under State Exchange about \$170,000 a year is allocated to regional offices to fund travel costs for State and local welfare staff to travel to give and receive management lessons from other State and local administrators. During the last year **Sam Chambers** has helped States at Mid-Atlantic and Mountain Plains conferences as well as given more focused assistance in Iowa and Wisconsin. **Sam** was emphatic that State Exchange brings a clear and useful message of Federal cooperation that is part of a broader perception of FNS helpfulness to States.

Anyone who missed **Sam Chambers** talk "Developing a Quality Focused Organization" can borrow a video recording from OGAPI's Public Information Division.

FROM THE HEALTH UNIT

POC Nurse Receives Wellness Award

by William Burke

FNS's **Barbara Perkey**, Park Office Center nurse, was honored at an Annual Luncheon given by Blue Cross/Blue Shield on October 17, 1990, at the Four Seasons Hotel in Washington, D.C.

Barbara was presented with a Plaque by Vice-President **Vonhoene** of Blue Cross/Blue Shield for her efforts related to the "Wellness and the Work Place Program". She worked closely with Blue Cross/Blue Shield representatives in providing an opportunity for a Health Risk Analysis to all employees at POC. **Barbara** has also provided the impetus and energy behind the Health Fairs, Cholesterol and Blood Pressure Clinics, Smoking Cessation Programs, AIDS Prevention Films and Awareness Programs. Congratulations **Barbara**!

Reminders...

--Don't forget to come and cheer your co-workers when they participate in the POC Games on November 7, 12:00-1:00. Come watch them compete in a variety of events, like the hula hoop relay, as they try to win tickets to the Army-navy football game at Philadelphia's Veteran's Stadium.

--November 7 & 8, 9:00-3:00, Blood Drive, 4th floor conference room

--We still need people to sign up for the Weight Watchers Program!

Speaking personally...

The food drive held at FNS headquarters for World Food Week, October 15-19, was a huge success! The Capitol Area Community Food Bank has reported that total USDA collections exceeded three tons of food--that's over 6,000 pounds if your math is a little rusty. The Food Bank particularly wants to thank all the FNS employees for their generous giving of both food and cash. And I personally want to thank you for your caring and generosity. Especially after we had just finished a month long food drive in August that was also successful!

Friday Letter Vacancy Listing by Vacancy Number

JOB TITLE	AREA OF CONSID.	SERIES	GRADE	CLOSING DATE	VACANCY NUMBER	OFFICE LOCATION
Secretary Typing	(FNS-HQ)	GS-0318	5/6	11/19/90	90-91*	OAE
Secretary Typing	(A-LCA)	GS-0318	5	11/05/90	91-01	CND
Food Prog. Specialist	(A-LCA)	GS-0120	7	11/05/90	91-02	CND
Supvry. Nutritionist	(A)	GM-0630	13/14	12/03/90	91-03**	NTSD
Senior Nutritionist (Public Health)	(A)	GM-0630	13	12/03/90	91-04	NTSD
Secretary Typing	(FNS-HQ)	GS-0318	4/6	11/13/90	91-05	BUD
Supvry. Prog. Analyst	(FNS-HQ)	GM-0345	14	11/05/90	91-06***	OAE
Food Prog. Officer	(A)	GM-0129	14	11/19/90	91-07	MWRO
Supvry. Computer Spec.	(A)	GM-0334	15	11/30/90	91-10	IRMD
Mgt. Analysis Ofcr.	(A-LCA)	GS-0343	13	11/20/90	91-11	OA
Secretary Typing	(A)	GS-0318	6/7	11/19/90	91-12	OAE
Program Analyst	(A)	GS-0345	11/13	11/26/90	91-13	IRMD
Computer Prog. Analyst	(A-LCA)	GS-0334	13	11/20/90	91-14	IRMD
Secretary Typing	(A-LCA)	GS-0318	3/5	11/26/90	91-15	PAD
Secretary Typing	(A)	GS-0318	4/5	11/26/90	91-H-02	HNIS

AREA OF CONSIDERATION

(A) - All Sources
 (A-LCA) - All Sources, Local Commuting Area
 (FNS-HQ)- FNS Headquarters Wide

- * Reannounced. Those who previously applied need to reapply.
 Changes area of consideration from All Sources.
- ** Term Appointment or Promotion NTE 2 Years.
- *** Temporary Promotion NTE 120 Days.

OFFICE LOCATION

BUD - Budget Division
 CND - Child Nutrition Division
 HNIS - Human Nutrition Info. Service
 MWRO - Midwest Regional Office
 NTSD - Nutrition and Tech. Serv. Division
 OA - Office of the Administrator
 OAE - Office of Analysis and Evaluation
 PAD - Program Accountability Division
 IRMD - Info. Resources Mgmt. Division

The FWP will host an open-house in the 4th floor conference room on Thursday, November 15, from 10:00-12:00. To learn more what the FWP is all about, just drop by and visit!

Darlene L. Barnes, Editor
 and Desktop Design
 Pamela D. Faith, Photography

The Friday Letter is published every two weeks by the Public Information Staff of the Food and Nutrition Service. To update your mailing address or to alter the number of copies you receive, please mail your changes to FNS Public Information Staff, 3101 Park Center Drive, Room 819, Alexandria, Virginia 22302. Telephone: 703/756-3286

UPCOMING EVENTS...

NOVEMBER

6 Toastmasters, 12-1, 4th Flr. Conf. Rm.
 6-8 Senior Mgrs. Quarterly Mtg., Alexandria, VA
 7 POC Games, 12-1, Outside the Building
 7-8 Blood Drive
 7-8 Warehousing & Distribution System Walvers Mtg., at headquarters
 7-9 SFPD Program Directors Mtg., Dallas, TX
 12 Veterans Day Holiday
 13 Toastmasters, 12-1, 4th Flr. Conf. Rm.
 13-16 MELLR '91 Training Mtg., Denver, CO
 CFC Campaign Underway
 Native American Heritage Month

ONLY 52 SHOPPING DAYS LEFT 'TIL CHRISTMAS!!